

Town of Florence  
FY 21/22 Classification Plan Effective 07/01/2021  
Pay Range Order

Position Classification	Pay Range	Minimum	Midpoint	Maximum	FLSA	Classified/ Unclassified
Town Manager	Contract					
Town Attorney	Contract					
Town Magistrate	Contract					
Deputy Town Manager	74	\$98,533	\$127,965	\$157,397	E	UC
<b><u>BAND A</u></b>						
Police Chief	70	\$89,266	\$115,930	\$142,593	E	UC
Fire Chief	69	\$87,088	\$113,102	\$139,115	E	UC
Public Works Director/Engineer					E	UC
Finance Director	68	\$84,964	\$110,343	\$135,722	E	UC
Community Development Director	66	\$80,871	\$105,026	\$129,182	E	UC
Town Clerk					E	UC
Economic Development Director					E	UC
Community Services Director	64	\$76,975	\$99,966	\$122,958	E	UC
Information Technology Director					E	UC
Human Resources Director					E	UC
Deputy Public Works Director	61	\$71,478	\$92,829	\$114,179	E	UC
Cmns. & Intergovernmental Relations Mgr.						
Senior Civil Engineer	60	\$69,734	\$90,564	\$111,393	E	UC
Police Lieutenant	59	\$68,034	\$88,356	\$108,677	E	UC
Deputy Finance Director	58	\$66,374	\$86,201	\$106,027	E	C
Fire Battalion Chief					E	C
Fire Marshal					E	C
<b><u>BAND B</u></b>						
IT Systems Analyst	53	\$59,808	\$76,189	\$92,570	E	C
Senior Planner	51	\$56,926	\$72,517	\$88,109	E	C
Police Sergeant					NE	
Police Support Mgr.					E	C
Building Official	50	\$55,538	\$70,749	\$85,959	E	C
GIS Coordinator					E	C
Library Mrg.					E	C
Public Works Superintendent - Streets					E	C
Public Works Superintendent - Utilities					E	C
Water Resources Analyst					E	C
Assistant to the Town Mgr.	49	\$54,184	\$69,023	\$83,863	E	C
Fire Captain	48	\$52,816	\$67,339	\$81,818	NE	C
Public Works Project Mgr.					E	C
Budget Analyst	47	\$51,573	\$65,697	\$79,822	E	UC
Grants Coordinator Management Analyst					E	UC
Associate Engineer	46	\$50,315	\$64,095	\$77,875	NE	C
Parks Maintenance Superintendent	45	\$49,087	\$62,531	\$75,975	NE	C
Recreation Superintendent					E	C

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Planner	44	\$47,890	\$61,006	\$74,122	NE	C
Plans Examiner					NE	C
Court Administrator	43	\$46,722	\$59,518	\$72,315	E	UC
Senior Building Inspector					NE	C
Fire Engineer	42	\$45,583	\$58,067	\$70,551	NE	C
Police Officer					NE	C
Senior Wastewater Treatment Plant Op					NE	C
Fleet Services Supervisor					E	C
Public Safety Communications Supervisor					NE	C
Field Foreman - Water Utility	41	\$44,471	\$56,651	\$68,831	NE	C
Accountant	40	\$43,386	\$55,269	\$67,153	NE	C
Facilities Manager					NE	C
Police Recruit					NE	C
Crime Analyst	39	\$42,328	\$53,921	\$65,514	NE	C
					NE	C*
Firefighter	38	\$41,296	\$52,606	\$63,916	NE	C
Information Technology Technician					NE	C
Maintenance Foreman					NE	C
Public Safety Dispatcher - Lead					NE	C
Deputy Town Clerk	37	\$40,287	\$51,322	\$62,356	NE	C
Human Resources Coordinator					NE	C
Building Inspector	36	\$39,304	\$50,071	\$60,836	NE	C
Field Foreman Parks					NE	C
Wastewater Treatment Plant Op. II					NE	C
<b><i>BAND C</i></b>						
Engineer Technician	35	\$39,812	\$48,849	\$57,886	NE	C
Water Utility Op. II					NE	C
Public Safety Dispatcher	34	\$38,841	\$47,658	\$56,475	NE	C
Recreation Coordinator					NE	C
Library Coordinator					NE	C
Librarian	33	\$37,895	\$46,496	\$55,098	NE	C
Payroll Specialist					NE	C
Code Compliance Officer	32	\$36,970	\$45,361	\$53,753	NE	C
Maintenance Worker III					NE	C
Mechanic					NE	C
Police Evidence Technician					NE	C
Wastewater Treatment Plant Op. I					NE	C
Water Utility Op. I	31	\$36,037	\$44,240	\$52,443	NE	C
Engineering Technician Assistant	30	\$35,189	\$43,176	\$51,163	NE	C
Senior Court Clerk					NE	C
Utility Billing Supervisor					NE	C

Effective 07/01/2021

Catherine Wilson

HR Director

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Administration Assistant	29	\$34,329	\$42,123	\$49,916	NE	C
Permit Specialist					NE	C
					NE	C
Accounting Technician	28	\$33,493	\$41,095	\$48,698	NE	C
Facilities Maintenance Specialist					NE	C
Utility Service Representative					NE	C
Utility Systems Operator	27	\$32,677	\$40,093	\$47,511	NE	C
Maintenance Worker II	26	\$31,879	\$39,115	\$46,351	NE	C
Recreation Programmer	25	\$31,101	\$38,161	\$45,222	NE	C
Court Clerk	24	\$30,343	\$37,231	\$44,119	NE	C
Police Record Clerk					NE	C*
Utility Services Operator					NE	C
<b><i>BAND D</i></b>						
Maintenance Worker I	22	\$30,121	\$35,436	\$40,752	NE	C*
Customer Service Representative	21	\$29,387	\$34,572	\$39,758	NE	C
Library Assistant					NE	C
Office Assistant					NE	C*
Mechanic Assistant	19	\$27,970	\$32,907	\$37,843	NE	C
Custodian	16	\$25,974	\$30,557	\$35,141	NE	C

NOTE:

All part-time positions in these classifications are unclassified

**Guidelines for Temporary positions (hourly):**

Position Classification	Minimum	Maximum
Pool Manager	\$15.5000	\$17.0000
Head Lifeguard	\$14.2500	\$15.0000
Lifeguard II	\$13.0000	\$14.0000
Lifeguard I	\$12.1500	\$12.9500
Fitness Trainer	\$12.1500	\$17.00
Recreation Leader III	\$12.1500	\$15.00
Recreation Leader II	\$12.1500	\$14.00
Recreation Leader I	\$12.1500	\$13.00
Student Trainee	\$12.1500	

**Part-time Fire Department Positions (hourly):**

Position Classification	Minimum	Maximum
Part-time Firefighter	\$13.25	\$20.51
Part-time Fire Engineer	\$14.63	\$22.64